

Coast Guard Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

UPDATED: 15 April 2005

NUMBER OF COMPLAINTS FILED	2005	2004	2003	2002	2001	2000
	Qtr 1-2					
<i>Complaints Filed</i>	19	38	33	45	70	63

NUMBER OF INDIVIDUALS FILING COMPLAINTS	2005	2004	2003	2002	2001	2000
	Qtr 1-2					
1. <i>Number of Individuals Who Filed Complaints</i>	18	38	33	N/A	N/A	N/A
2. <i>Number of Individuals Who Filed 2 or more complaints</i>	1	0	0	N/A	N/A	N/A

NUMBER OF COMPLAINTS BY BASIS	2005	2004	2003	2002	2001	2000
	Qtr 1-2					
1. <i>Race</i>	11	13	12	15	26	31
2. <i>Color</i>	3	0	6	7	8	7
3. <i>Religion</i>	0	1	0	2	8	1
4. <i>Retaliation</i>	6	15	12	16	26	47
5. <i>Sex</i>	0	13	9	11	30	29
6. <i>National Origin</i>	0	3	2	6	8	11
7. <i>Age</i>	8	6	9	11	10	26
8. <i>Disability</i>	6	0	12	16	26	47
9. <i>Non-EEO Basis</i>	3	0	0	0	0	0
Total	37	51	62	84	142	199

**NUMBER OF COMPLAINTS BY
ISSUE**

	2005	2004	2003	2002	2001	2000
	Qtr 1-2					
1. <i>Appointment/Hire</i>	2	1	0	0	0	6
2. <i>Assignment of Duties</i>	0	4	1	2	0	8
3. <i>Awards</i>	0	0	0	0	1	0
4. <i>Conversion to Full Time</i>	0	1	0	0	0	0
5. <i>Disciplinary Action</i>	1	4	1	1	5	9
(a) Demotion	0	0	0	0	2	0
(b) Reprimand	1	1	0	1	1	4
(c) Suspension	0	2	1	0	2	5
(d) Removal	0	1	0	0	0	0
6. <i>Duty Hours</i>	0	2	1	0	0	2
7. <i>Evaluation/Appraisal</i>	2	4	4	3	1	19
8. <i>Examination/Test</i>	0	0	0	2	0	0
9. <i>Harassment</i>	5	9	6	13	30	34
(a) Non-Sexual	4	4	6	12	25	31
(b) Sexual	1	5	0	1	5	3
10. <i>Medical Examination</i>	0	0	0	0	0	0
11. <i>Pay/Overtime</i>	0	6	1	1	0	0
12. <i>Promotion/Non Selection</i>	5	10	5	12	14	21
13. <i>Reassignment</i>	0	4	1	1	2	2
(a) Denied	0	4	0	0	1	2
(b) Directed	0	0	1	1	1	0
14. <i>Reasonable Accommodation</i>	0	0	1	1	0	1
15. <i>Reinstatement</i>	0	0	0	0	0	0
16. <i>Retirement</i>	0	0	0	0	0	0
17. <i>Termination</i>	3	5	3	3	4	9
18. <i>Terms/Conditions of Employ.</i>	0	4	3	3	10	17
19. <i>Time and Attendance</i>	0	1	2	0	1	18
20. <i>Training</i>	0	2	0	0	0	4
21. <i>Other</i>	0	1	0	3	2	16
Total	18	58	29	45	70	166

**NUMBER OF COMPLAINTS
PENDING**

	2005	2004	2003	2002	2001	2000
	Qtr 1-2					
<i>1. Total Number of Complaints Pending</i>	92	76	110	158	193	177
<i>2. Number of Individuals Filing Complaints</i>	89	75	89	120	135	121
<i>3. Total Number of Complaints by Stage</i>						
(a) Investigation Stage	44	58	N/A	N/A	N/A	N/A
(b) Hearing Stage	35	32	N/A	N/A	N/A	N/A
(c) Final Agency Action Stage	45	15	N/A	N/A	N/A	N/A
(d) Appeal Stage	19	17	N/A	N/A	N/A	N/A

**AVERAGE PROCESSING TIME
FOR INVESTIGATIONS AND FINAL
AGENCY ACTIONS (in days)**

	2005	2004	2003	2002	2001	2000
	Qtr 1-2					
<i>1. All Investigations</i>	201	183	219	225	242	359
(a) Investigations Where A Hearing Was Requested	200	191	N/A	N/A	N/A	N/A
(b) Investigations Where No Hearing Requested	203	172	N/A	N/A	N/A	N/A
<i>2. All Final Agency Actions</i>	718	605	331	321	560	737
(a) Final Agency Actions Where A Hearing Was Requested	720	854	764	439	785	793
(b) Final Agency Actions Where No Hearing Requested	0	288	151	261	335	568

**NUMBER OF INVESTIGATIONS
PENDING IN EXCESS OF THE
REGULATORY TIME PERIOD**

*Number of Investigations Pending in
Excess of the Regulatory Time
Period*

2005	2004	2003	2002	2001	2000
Qtr 1-2					
11	17	22	22	33	46

**NUMBER OF COMPLAINTS
DISMISSED**

*1. Total Number of Complaints
Dismissed*

*2. Average Time Complaint Was
Pending Prior to Dismissal (in days)*

2005	2004	2003	2002	2001	2000
Qtr 1-2					
2	4	13	15	27	19
363	61	267	139	70	201

**FINAL AGENCY ACTION TAKEN
ON FINDINGS OF
DISCRIMINATION- TOTAL**

1. After A Hearing

2. Without A Hearing

3. Total

2005		2004		2003		2002		2001		2000	
Qtr 1-2											
Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
2	100%	0	0%	0	0%	0	0%	2	100%	1	100%
0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
2	100%	0	0%	0	0%	0	0%	2	100%	1	100%

FINAL AGENCY ACTION TAKEN ON FINDINGS OF DISCRIMINATION- BY BASIS

FINAL AGENCY ACTION TAKEN ON FINDINGS OF DISCRIMINATION- BY BASIS	2005		2004		2003		2002		2001		2000	
	Qtr 1-2											
								%		%		
	Number	%	Number	%	Number	%	Number		Number		Number	%
1. Race	1	50%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) After A Hearing	1	50%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(b) Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
2. Color	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(b) Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
3. Religion	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(b) Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
4. Reprisal	2	100%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) After A Hearing	2	100%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(b) Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
5. Sex	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(b) Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
6. National Origin	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(b) Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
7. Age	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(b) Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
8. Disability	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(b) Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	2		0	0%	0	0%	0	0%	0	0%	0	0%

**FINAL ACTION TAKEN ON
FINDINGS OF DISCRIMINATION-
BY ISSUE**

	2005		2004		2003		2002		2001		2000	
	Qtr 1-2											
						%		%		%		
	#	%	#	%	#	%	#		#		#	%
1. Appointment/Hire	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
2. Assignment of Duties	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
3. Awards	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
4. Conversion to Full Time	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
5. Disciplinary Action	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) Demotion	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
(b) Reprimand	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
(c) Suspension	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
(d) Removal	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

6. Duty Hours	0		0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
7. Evaluation/Appraisal	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
8. Examination/Test	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
9. Harassment	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) Non-Sexual	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
(b) Sexual	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
10. Medical Examination	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
11. Pay Including Overtime	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
12. Promotion/Non Selection	2	100%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	2	100%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
13. Reassignment	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
(a) Reassignment Denied	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
(b) Reassignment Directed	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

<i>14. Reasonable Accommodation</i>	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>15. Reinstatement</i>	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>16. Retirement</i>	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>17. Termination</i>	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>18. Terms/Conditions of Employ.</i>	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>19. Time and Attendance</i>	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>20. Training</i>	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<i>21. Other</i>	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
After A Hearing	0	0%	0	0%	0	0%	0	0%	N/A	N/A	N/A	N/A
Without A Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	2	100%	0	0%	0	0%	0	0%	0	0%	0	0%